



**Take a chance,  
not a risk.**

**Surety Backend Solution Architect**



**Tinubu has created one global solution for all, an end-to-end innovative platform covering the entire value chain for insurers, bankers, brokers, agents and customers.**

# Welcome to the digital highway

Thank you for taking the time to learn more about this hugely exciting opportunity at Tinubu. As someone who's been here since the creation of our first line of code, I am proud of what we've achieved on the journey so far, but equally, I can see the potential of what this business can be. We have ambitious plans at Tinubu but have everything we need to succeed. We have already achieved a lot. We're well-funded and acquisitive, and as the platform of choice in the surety space, we are growing at pace.

Tinubu has a strong track record of investing in our product, understanding our market segment, and sitting on the edge of product innovation. We are delivering a range of meaningful platform enhancements and are looking for a Backend Solutions Architect to help lead and shape that evolution. You'll bring future-facing architecture experience to the team, be responsible for facilitating consensus across the business, and ultimately drive our vision for the platform forward. This is the perfect opportunity for highly collaborative technologists who relish the challenge of bringing people on the journey with them.

It'll culminate in an unforgettable career story. Your work on taking our platform to the next level will form a crucial part of our strategy to 10x our revenue over the next five years. But just as importantly, you'll play a pivotal role in building a product that attracts even more technical talent to work on it. I think it's pretty rare to get the opportunity to shape the evolution of a market-leading solution and make it even more scalable, testable, and reliable than ever before - redefining market expectations in our segment. That's what this opportunity ultimately is, and I look forward to sharing more detail with you while learning about your unique skills.



*Jason Calison*

**JASON CALISON**  
**DIRECTORY OF DEVELOPMENT, SURETY**

# About Tinubu:

## A digital & human company

Tinubu is the business facilitator and exchange enabler that delivers fluidity and simplicity to the insurance industry by using the strength of collective performance.

Our company is an alliance of technology software and insurance expertise offering the best combination to its clients. It covers the entire value chain of credit insurance & surety with one end-to-end platform, connecting every part of our clients' business with one digital highway.

Created in 2000 and headquartered in Paris, France, Tinubu is an independent software provider and employs 170 people, located in Paris, London, New York, Orlando, Singapore, and Montreal. Its clients represent 30 of the top 60 Credit & Surety underwriters worldwide.





**“We count on and communicate  
well with our team, making it  
possible to always improve  
ourselves and our processes.”**

**Thor K.  
Senior Full Stack Developer**

# Core Values



## Integrity

We act with honesty, accountability, and transparency in our relations with our people, partners, and clients to build trust.



## Collaboration

We work together to achieve our common goals through openly sharing information and knowledge.



## Innovation

We value boldness, creativity and risk taking. We understand the value of learning from our failures.



## Excellence

We are committed to continuous improvement to achieve the highest standards of quality and expertise.



## Client focus

Through knowledge, and understanding of our clients' core business, we support their growth by delivering exceptional products, services, and customer experience



## Leveraging diversity

We value the backgrounds and aptitudes of our workforce and partners to help create competitive advantage, and increase innovation, and problem-solving.

# Stats that speak for themselves



**50%**

30 of the top 60  
worldwide credit and surety  
underwriters chose Tinubu



**30+**

Tinubu users are  
based in more than  
30 countries worldwide



**1500+**

Over 1500 people enjoy the  
exemplary service provided  
by Tinubu



**100%**

Between 2015-20, Tinubu  
retained 100% of their credit  
and surety carriers

# Reasons to Join



## Greenfield opportunity

This is a rare opportunity to join a team that has the strategic vision to go global. A chance to embark on a career-defining journey.



## Incredible growth ahead

Tinubu have plans to grow the team by 50% by EOY, and 10x revenue in the next 5 years. You'll want to be a part of the next chapter.



## Executive Support

You won't find yourself working in a silo. The management team at Tinubu have an open door policy when it comes to mentorship and feedback, to enable your success.



## Remote-first culture

We believe that to build the perfect team, we can't restrict our search to a specific geographical location. We want the best, regardless of where they are.



## Long-term vision

Tinubu had more reasons to fail than succeed when it was founded. But with a clear and impactful long-term strategy, we were able to create an inspiring underdog story.



## Work-life balance

You'll be joining a company that truly believes in a work life balance. Take advantage of flexible hours to get the most out of your day.



**By anticipating  
interactions from the core  
of the insurance industry,  
Tinubu have become the  
platform of choice for  
surety professionals**

# Hear from the people who make Tinubu special

“

Joining the Tinubu team is not just a job, it's an experience. A place where your voice is heard, your skills are valued, and your growth is nurtured. Our culture of collaboration and work/life balance ensures that you can reach your full potential while enjoying the journey. Come join us and let's create the future of surety together.

**Adam T.**  
**Full Stack Developer**



# Hear from the people who make Tinubu special

“

Working in software development, it is necessary for cross-team communication and alignment of goals. I have never worked with a team as cohesive as the one at Tinubu. The daily communication outside of meetings, one-on-one working sessions, and other team-based activities that strengthen each individual's confidence and knowledge are what I believe defines the Tinubu experience. It is truly a collective of individuals who not only want to improve themselves and the product, but also wants to improve and nurture those around them.

**Chris P.**  
**Full Stack Developer**



# What you get in return



## Healthcare

We provide a comprehensive healthcare package that includes Medical, Dental, Vision, Life Insurance, and more.



## 401k

At Tinubu, we want to make sure you're set for the future by offering a competitive 4% employer contribution to a 401K



## Learning & Development

To help you progress, you can take advantage of our annual training plan, to learn something new, or develop the skills you already have



## Flexible Work Hours

We're big believers in working hard, but we also know everyone's schedules can look different. Work with your manager to find a schedule that works for you.



## Remote Working

We understand that the best talent doesn't solely reside in one location. You will only work from the office a handful of times throughout the year.



## Quarterly Team Outing

While we are a remote-first organisation, we still believe in building and nurturing relationships, and do this through a quarterly staff get together.



# Industry-wide recognition

We value the recognition we receive from our customers as well as the industry in which we operate in. Here are some of our recent awards and recognitions.



2022 FINANCE INNOVATION  
Insurtech Certification

2022 RECOGNITION



2021 INSURTECH 100  
World's most  
innovative InsurTech

2021 AWARD



PANORAMA OF FRENCH FINTECH  
Insurtech

2021 RECOGNITION

# A tailor-made interview process

## STAGE 1

In your first interview, you'll meet with Jason Calison (Director of Development, Surety), Thor Kornbrek (Sr. Full Stack Developer), and Danny Green (Chief Software Architect). This interview will be an opportunity for you to showcase your skills and background, and learn more about the unique opportunity at hand.

## STAGE 2

The final interview is with with Aurélien Pelletier (Chief Product and Technology Officer), to get to know you better, and offer an insight into how your role fits in with the wider company.

## STAGE 3

Finally you'll have a chat with Kimberly Leisure, HR Operation Lead. She will be able to answer any final questions about life at Tinubu, and introduce you to the different advantages of joining the team, before you begin the next chapter of your career.

*There may be an additional stage if any stakeholders key to your role weren't able to meet you at the anticipated stage.*



# Surety Backend Solution Architect

Tinubu is seeking a Backend Solution Architect to join a cross-functional team for Tinubu's surety platform upgrade initiatives.

The Enabling Backend Team is responsible for product design, architecture, development, documentation, and quality assurance tasks related to building next-generation platforms. This position is crucial for building solutions for our surety clients using new architecture and a modernized tech stack.

The Software Solution Architect will have the technical depth but experience engaging with Senior Leaders and driving strategy, business, and technical roadmaps. This is not a managerial position but requires an architect with excellent communication skills.

The Backend Solution Architect will assist in building next-generation applications with a heavy emphasis on Product and Platform backend architecture practices. Successful candidates must have excellent communication and documentation skills to motivate and lead product teams and work with business stakeholders to articulate and champion new architecture, designs, and concepts.

## **Required Experience:**

- A college degree in related disciplines is strongly preferred
- 5+ yrs of backend application and platform architecture experience
- Experience with domain-driven design
- Agile Methodology, preferably SCRUM
- Cloud-native application experience, preferably Azure
- Exceptional understanding of technical system design, API design, and database design
- Strong experience documenting and recording architectural decisions
- Strong understanding of microservice design patterns
- Strong understanding of REST web services
- Strong understanding of application and platform security principles
- Strong computer science and data science fundamentals
- Strong understanding of Object Oriented design principles
- Experience with relational databases, preferably Azure SQL
- Experience with DevOps and continuous integration and deployment
- Experience with single and multi-tenant SAAS Platforms

# Surety Backend Solution Architect

## **Additional Skills & Qualifications:**

- Experience with Atlassian products such as Jira and Confluence.
- Experience in C#/.NET 6 (Core)
- Experience with Javascript frameworks, preferably Angular
- Experience with Azure products, storage, messaging, cognitive search, logic apps

## **Business Drivers & Customer Impact:**

Built for surety carriers, brokers, and agents, by surety experts. Tinubu, the alliance of technology software and surety expertise, offers you the best of both disciplines. It covers the entire value chain of surety with one end-to-end platform.

## **Work Environment**

The surety enabling backend team is currently a team of one plus four open positions. We are a remote-friendly company with occasional team-building and collaborative events throughout the year. Our surety headquarters is located in Orlando. Tinubu's main headquarters is located in Paris, France. Tinubu is a product-focused organization guided by key objectives that empower teams to succeed. Tinubu is going through an organizational transformation and is in growth mode.



tinubu®